

## Compensation and Awards

Compensation and awards, like performance appraisal, are key elements in the SIS system and provide the essential incentives for the ultimate effectiveness of the SIS system.

### *Initial Conversions to the New Executive Schedule Rates*

- The initial conversion of the existing SG, SPS and EP-V and EP-IV positions to the SIS structure will be accomplished in accordance with the position conversion table presented below:

FUNCTIONAL LEVEL	From CURRENT POSITION LEVEL	To SIS POSITION LEVEL
Deputy Directors	EP-IV	SIS-6
Associate Deputy Directors Senior Staff Specialists Senior Office Heads	EP-V	SIS-5
Office Chiefs DDO Division Chiefs Senior Group and Staff Chiefs Senior Analysts Senior Operations Officers SPS-9's	GS-18	SIS-4
Deputy Office Chiefs Senior Analysts Senior Operations Officers SPS Equivalents	GS-17 [and "Higher Point"] GS-16's [and SPS Equivalent]	SIS-3
All other managers Senior Analysts Senior Operations Officers Staff Chiefs SPS Equivalents	All [other] GS-16's and SPS Equivalent Based on Relative Strength of the Position	SIS-2 or SIS-1

- For purposes of effecting the initial conversion of current annual salary rates for SG, SPS and EP-V and IV officers, six pay rates,